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Antelope Alligators Snap up Mock Job Fair

What do alligators, the Department of Workforce Services (DWS), and Davis County employers have in common? They all participated in the annual Antelope Alligators Mock Job Fair at Antelope Elementary on April 26. The

dents on how to apply for a job, how to complete a job application, how to interview for a job, and how to properly dress for a job interview. Companies that participated included Smith's Distribution Center, Lifetime Products, Herm Hughes Construction, HAFB, Comfort Inn, Flying J, and others. Representatives from these companies volunteered to interview the students and hire an honorary employee.

Each 6th grade student was required to complete an application and obtain a letter of recommendation. The students rushed to submit their applications to their teachers in order to be interviewed. Career "choices" included pilot, firefighter, city/county worker, hotel manager, production worker, driver, construction worker, nurse, and computer programmer.

Dressed in their best interviewing attire, the 6th grade job seekers came ready to find a job. Most memorable was the young man dressed in camouflage fatigues to interview for the pilot position. It must have worked because Captain Wheeler chose him as his honorary employee. Others were armed with a firm handshake for their prospective employers, hoping they would be the one chosen. The employers came dressed in their official uniforms and armed with tough interview questions such as:

- "Why do you want to be a pilot?"
- "Why should I hire you?"
- "Why do you want to work for my company?"

Each year, as the fair draws to a close, employers and job seekers alike leave

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Captain Wheeler of Hill Air Force Base interviews 6th grader Alexander Johnson at Antelope Elementary.

mock job fair was the brain child of Principal Ross Quist, 6th grade teacher Susan Sparks, and DWS business consultant, Julie Barnes. Parents, educators, and employers recognize the need for a qualified workforce and it is never too early to get children interested in their future careers. Each spring for the past five years, DWS, Davis County employers, and 6th grade teachers Susan Sparks and John Combe have provided students with an opportunity to learn about the world of work.

To prepare the students, Julie Barnes along with coworker Debra Nordfelt, gave presentations to the 6th grade stu-

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OLYMPIC Update

Have you thought about how the Olympics might impact your business? Whether your business is in Salt Lake or Park City, or you conduct business transactions within these areas, chances are you may be impacted.

Impacts will mostly be in the downtown Salt Lake City area and Park City. Heber City will not be impacted other than a probable exponential increase in traffic.

For those employers that conduct business with the Department of Workforce Services' (DWS) Downtown Employment Center at Expo Mart, be aware that this building may be in the center of some Olympic activities. It is only a few blocks from the medals' presentation ceremonies, and directly across from the Salt Palace. Access to the center will likely be restricted and difficult since the Salt Lake Olympic Committee (SLOC) anticipates upwards of 60,000 people per night in the vicinity of the Medals Plaza.

On 200 West in Salt Lake City there will be tents and pavilions that will encroach on the street. Traffic will be funneled down to two lanes and likely quite dense. Along 200 South there will be a fence buffer (for security purposes) between 200 West and West Temple streets. This fence will project into the street. There will be traffic control policemen directing traffic.

The Salt Palace will be media headquarters, for approximately 10,000 accredited media. These people will be coming and going during peak commuter times.

An official from SLOC suggests that you don't hit the 'snooze button' in the morning. Get rolling early, and get out of downtown by no later than 3:30 in the afternoon. In the words of the official, "You don't want to be downtown after 4:00 pm unless you plan to be part of the activities."

Beginning in June DWS will be assisting SLOC in recruiting and interviewing applicants for "games time employment." The interviews will be initially held at the Salt Lake City, Ogden and Provo Employment Centers.

labor law posters...

The following information was assembled to help employers be aware of required labor law posters. These government posters may be obtained free of charge from agencies listed below. Please note that this list should not be relied upon as an official listing of mandatory issuances.

- **Unemployment Insurance Notice to Workers** - Utah Employment Security Act (unemployment insurance benefit rights, claim, etc.) Required for all employers subject to the act.

*Available at the Utah Department of Workforce Services
140 E. 300 S. • Salt Lake City, UT 84111 • (801) 526-9400 • www.dws.state.ut.us*

- **Your Rights Under the Fair Labor Standards Act (FLSA)** - minimum wage and weekly overtime requirements. Required for all employers engaged in interstate commerce.

- **Employee Polygraph Protection Act** - prohibitions, exemptions, and examinee rights. Required for all employers subject to FLSA.

- **Family and Medical Leave Act** - provides up to 12 weeks of unpaid leave to eligible employees for specific family and medical reasons. Required for all employers with 50 or more employees working within 75 miles.

- **Notice to Employees** - Walsh-Healy Public Contracts Act (minimum wage, overtime and fringe benefits requirements.) Required for all employer and subcontractors engaged in the performance of federal contracts.

*These four posters are available at the Wage-Hour Division
US Department of Labor • 10 W. Broadway • Suite 307
Salt Lake City, UT 84101 • (801) 524-5706 • www.dol.gov/dol/esa/*

- **Job Safety and Health Protection** - Occupational Safety and Health Act of 1970 (safety and health in the workplace). Required for all employers.

- **Utah OSHA Statistics** - Occupational Safety and Health Act of 1970 (job-related injuries and illnesses which occurred during the past year; must remain posted between February 1 and March 1 of the following year. Required for all employers with 10 or more employees.

- **Worker's Compensation Act Notice** - statement that employer is insured in event of industrial injury or illness and that a fraudulent claim is a crime. Required for all employers. Also available through employer's insurer.

*These three posters are available at the Utah Labor Commission
OSHA Division • 160 E. 300 S., 3rd Floor • Salt Lake City, UT 84111
(801) 530-6901 • (801) 530-6800 (Worker's Comp.)*

- **Equal Employment Opportunity is the Law** - Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act (prohibits discrimination for protected classes). Required for all employer with 15 or more employees and federal contractors.

*Available at the EEO Commission
3300 N. Central Ave., Ste. 690 • Phoenix, AZ 85012-9688 • (602) 640-5000*

Information Gold Mine

Conveniently Available

Where can you get information such as economic trends in your area, largest employers, population, the unemployment rate, plus more, quickly and easily? At the Economic Information portion of our website:

<http://wi.dws.state.ut.us/>.

This information and much more is contained in our labor market information publications targeted for employers and are available in their entirety on our website (click on Publications). You can read, download or print out all or parts of them as you like. Under the Employers button you'll find quick reference tools, such as county fact sheets, sub-state wage tables and a list of Utah firms by company, industry and area (FirmFind). You can instantly link to the Bureau of Labor Statistics, the U.S. Census site, and others.

Utah Occupational Wages

Provides wage data for nearly 300 occupations.

County Newsletters

A report of the area's economic indicators by county. Includes data on non-farm jobs, unemployment, labor force, gross taxable sales, car sales, tourist room sales, building permits, and economic events.

Utah Employers, Employment & Wages by Size

A report of employment, wages, and numbers of employers by firm size. Provides data for detailed industrial sectors and counties. Also available on CD.

Key Labor Market Information

Historical county-level labor force, nonfarm-job wage, personal income, population and per capita income data.

Annual Report of Labor Market Information, 1999

Primarily contains aggregated employment and wage data by area and industry. Compiled data from virtually all of Utah's nonfarm employers (over 57,000). Some labor force and unemployment data are included. The information is displayed in over 40 tables and charts.

Utah Equal Employment Opportunity Info., 1997 Estimates

Compilation of the Utah population and labor force by ethnic group, race and gender 1997 data. Used to design affirmative action and EEO plans.

County Demographic & Economic Profiles

Currently available for the following counties:

Cache (7/97); Davis (9/96); Duchesne (4/97); Iron (9/97); Salt Lake (7/97); Sanpete (8/98); Sevier (7/98); Tooele (2/99); Washington (6/98); and Weber (1/97).

You can also order hard copies by calling (801) 526-9786.

DWS UI Claims Center Answers One-Millionth Call

The Unemployment Insurance Claims Center (UICC) strives to provide exceptional customer service to Utah citizens. Since its creation in 1997, UICC has achieved international recognition for innovation, for processing over 260,000 UI claims, for reducing the time to file a claim by over 66%, and for answering over 850,000 inquiries. Now the UICC has added another milestone - its one-millionth call. For more information call (801) 526-4400 or 1-888-848-0688.

Thanks for Participating in OJT Program

DWS would like to thank two companies, the R. Jorgensen Company of Salt Lake City, and Carpenter Seed of Provo, for participating in the On-the-Job (OJT) Program. The OJT Program is a unique way for employers to obtain the skills desired in an employee and be reimbursed up to 50% of his/her wages for providing the training.

The R. Jorgensen Company utilized this program to train Mike Georgi in sales, repair and maintenance of heavy machinery. When the OJT contract ended Mike was retained as a permanent employee. Training was completed in six phases to ensure the desired outcomes.

Owner Roger Jorgensen has an excellent relationship with his employees, including the trainee Mike. Roger was patient in the training, commenting that he thought "Mike was his own worst critic." Mike's response was, "I wanted to learn as much as I could as quickly as I could...". The R. Jorgensen Company is to be commended for seeing potential in people and providing patient and caring training.

DWS would also like to recognize Carpenter Seed of Provo. Owners Ryan Taylor and his family felt that new immigrant Sergey Lazykov from Russia deserved a break in his new country.

They hired and trained Sergey in small engine repair, through the WIA Adult OJT Program. Though he had previous limited experience in the field, Sergey needed to familiarize himself with American small engines and learn specific methods. Carpenter Seed hired Sergey in the winter during their slow season which allowed for personal tutoring. Sergey spoke little English when he was hired; however, English classes and interaction with others increased his language abilities.

For more information on OJT contracts, contact your local Business Services Consultant listed on the back of this newsletter.

Utah Department of Workforce Services
Executive Director's Office
140 East 300 South
Salt Lake City, UT 84111

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North Region ...

Mock Job Fair

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with a sense of community involvement and of making a difference. All job seekers received a certificate for participating and expressed heartfelt thanks to the employers who helped make the event a huge success.

The Weber, Ogden, and Davis School Districts have all teamed up with DWS from time to time to provide career guidance and job opportunities for job seekers. Each job fair is tailored to meet the needs of the individual school.

For instance, Mountain High School's job fair included schools, employers, and an outdoor barbeque for their students and families. An added incentive to attend were door prizes for the serious job seekers. Area employers pro-

vided presentations and booths for the benefit of the students.

HAFB Family Support Center sponsored a job fair for the teens of base personnel. Approximately 150 job seekers found it was an easy way to get a job on base and in the surrounding community. Among the participants were America Online, McDonalds, DWS, RGIS Inventory Specialists, HAFB Commissary, and the Ogden Marriott Hotel.

DWS has an ongoing commitment to support employers and schools in their quest to provide learning opportunities for students. The goal is to help job seekers become job keepers. Thanks to all who made these events possible.

If your company is interested in sponsoring or participating in a job fair, please call the DWS business consultant nearest you.

DWS North Region Business Consultants

- Brigham
Craig Stewart (435) 734-4066
- Logan
Ted Nyman (435) 792-0302
- Ogden
Mark Jenkins (801) 626-0334
Melisa Stark (801) 626-0310
- Davis
Debra Nordfelt (801) 728-2676
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